



LONDON FIRE BRIGADE

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Freedom of Information request reference number: 6699.1

Date of response: 16/08/2022

Request:

1. *Please can you provide me with the number of individual allowances and TYPE paid across both FRS and uniformed staff across the whole organisation that have been requested and granted within the last 3 years to date across the organisation.*
 - a. *All SRAs*
 - b. *On call allowances*
 - c. *Allowances for skills outside of core hours*
 - d. *Allowance for skills during core hours*
 - e. *On call allowances for additional skills or expertise e.g. 'subject matter expert', NILO, SERT, MCR, Operational resilience support staff, admin support for operational resilience, systems support staff for STARS etc, HR employee relations out of hours / transport officer, Commissioners secretariat, PAs, drivers and staff officers, press officer, radio workshops etc.*
 - f. *In relation to contractual additional roles in Operational Resilience and other uniformed departments and non uniformed departments how many staff had their allowances continue beyond their contractual window?*
 - g. *What were the FRS grades are these agreed uplifts apply to?*
 - h. *What operational ranks are these agreed uplifts apply to?*
 - i. *What gender and ethnicity are these agreed uplifts were awarded to in both FRS and uniformed staff?*
 - j. *How many have been rejected/refused (including uniformed and FRS grades, gender and ethnicity)?*
 - k. *How much is each allowance per role / rank paid?*
 - l. *How long have staff been in receipt of these allowances?*
 - m. *How many staff of both uniformed and FRS across all ranks and grades continue to receive these payments after 1 month of sickness or other health related absence making them unavailable for work / reduced hours, or where they are subject to a period of prolonged light duties / phased return, making them unable to fulfil that skill or expertise.*
 - n. *In relation to (M) what FRS grade or uniformed rank has authorised the continuation of allowance payments whereby policy has been overridden?*
2. *When was the last audit on allowances and skills payments audited by MOPAC?*

3. *What were their findings?*
4. *Can I formally request the LFB internal MOPAC audit of allowances and payments?*

Response:

Our People Services team have provided the response to your queries in turn below:

- a. *All SRAs*
- b. *On call allowances*

Active Allowances (current)	FRS	Control	Ops	TOTAL
SRA (Special Responsibility Allowance)	69	2	34	105
On Call	92	0	5	97
TOTAL	161	2	39	202

Inactive Allowances (that were active in the last three years)	FRS	Control	Ops	TOTAL
SRA (Special Responsibility Allowance)	87	1	43	131
On Call	19	1	3	23
TOTAL	106	2	46	154

- c. *Allowances for skills outside of core hours*

This is the same as (b) and (e).

- d. *Allowance for skills during core hours*

This is the same as (a) (if you are counting additional responsibilities as "skills").

Please note, operational staff are now in receipt of the MTA (marauding terrorist attack) allowance of 2% there are 4,615 in receipt of this (covering Firefighter - Group Commander ranks).

- e. *On call allowances for additional skills or expertise e.g. 'subject matter expert', NILO, SERT, MCR, Operational resilience support staff, admin support for operational resilience, systems support staff for STARS etc, HR employee relations out of hours / transport officer, Commissioners secretariat, PAs, drivers and staff officers, press officer, radio workshops etc.*

These are all the on-call allowance rotas that are covered in (b):

BDC (Brigade Distribution Centre) Manager
 Business Continuity
 CCG (Commissioners Continuity Group)
 Commissioners Secretariat
 Communications
 Counselling
 Fire Cadets
 Fleet
 HR Management
 ICT - Infrastructure
 ICT - Network Wireless Firewall
 ICT - Operational Systems
 ICT - Radio
 ICT - Security
 ICT - Security Engineer
 ICT - Terminal Server
 OR Support
 PEG (Protective Equipment Group)
 Property
 RPLEO PEG (Respiratory Protective Equipment Liaison Officer, Protective Equipment Group)
 Systems Information Officer

In addition, we have the following number of additional active allowances:

Other allowances (active)	FRS	Control	Ops	TOTAL
ARA (Analytical Risk Assessment)	0	0	5	5
Drone	0	0	8	8
LLACC (London Local Authority Coordination Centre) FRS (Fire and Rescue Staff)	11	0	0	11
MCR (Mass Casualty Response)	0	0	38	38
NILO (National Inter-agency Liaison Officer)	0	0	22	22
ORSO (Operational Resilience Support Officer)	0	0	11	11
RSO (Resource Support Officer)	0	0	1	1
SERT	0	0	20	20

USAR (Urban Search and Rescue)	0	0	65	65
TOTAL	11	0	170	181

f. In relation to contractual additional roles in Operational Resilience and other uniformed departments and non-uniformed departments how many staff had their allowances continue beyond their contractual window

None. Allowances with agreements in place cannot go beyond the contractual window as they are reviewed at each end date. If they are to be stopped, the agreement ends.

g. What were the FRS grades are these agreed uplifts apply to?

h. What operational ranks are these agreed uplifts apply to?

Active Allowances	FRSB	FRSB/C	FRSC	FRSD	FRSE	FRSF	FRSG	TMG	CRO	AOM	SOM	FF	LFF	SubO	StnO	SC	GC	TOTAL
ARA	0	0	0	0	0	0	0	0	0	0	0	2	1	0	1	1	0	5
Drone	0	0	0	0	0	0	0	0	0	0	0	1	2	1	4	0	0	8
LLAC	0	0	0	1	4	2	4	0	0	0	0	0	0	0	0	0	0	11
MCR	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	27	11	38
NILO	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	16	22
On Call	3	10	4	11	29	23	12	0	0	0	0	2	0	0	0	1	2	97
ORSO	0	0	0	0	0	0	0	0	0	0	0	1	2	2	6	0	0	11
RSO	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1
SERT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	12	8	20
SRA	1	0	4	20	19	18	7	0	0	2	0	7	11	5	4	5	2	105
USAR	0	0	0	0	0	0	0	0	0	0	0	26	14	7	6	8	4	65
TOTAL	4	10	8	32	52	43	23	0	0	2	0	39	30	15	22	60	43	383

Inactive Allowances	FRSB	FRSB/C	FRSC	FRSD	FRSE	FRSF	FRSG	TMG	CRO	AOM	SOM	FF	LFF	SubO	StnO S	SC	GC	TOTAL
SRA	5	0	11	23	36	8	3	1	0	0	1	11	6	6	5	7	8	131
On Call	1	2	2	1	6	6	1	0	1	0	0	0	0	0	0	1	2	23
TOTAL	6	2	13	24	42	14	4	1	1	0	1	11	6	6	5	8	10	154

Please note, the inactive allowance grades and ranks are bases on the role/rank of the individual at the current time.

i. What gender and ethnicity are these agreed uplifts were awarded to in both FRS and uniformed staff?

Active allowances							
Allowance	Male	Female	Total	BAME	White	Unknown	Total
ARA	100.0%	0.0%	100.0%	0.0%	60.0%	40.0%	100.0%
DRONE	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	100.0%
LLACC	18.2%	81.8%	100.0%	27.3%	63.6%	9.1%	100.0%
MCR	97.4%	2.6%	100.0%	2.6%	97.4%	0.0%	100.0%
NILO	90.9%	9.1%	100.0%	22.7%	77.3%	0.0%	100.0%
On call	67.0%	33.0%	100.0%	11.3%	87.6%	1.0%	100.0%
ORSO	72.7%	27.3%	100.0%	27.3%	72.7%	0.0%	100.0%
RSO	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	100.0%
SERT	100.0%	0.0%	100.0%	25.0%	70.0%	5.0%	100.0%
SRA	56.2%	43.8%	100.0%	24.8%	73.3%	1.9%	100.0%
USAR	98.5%	1.5%	100.0%	9.2%	89.2%	1.5%	100.0%
TOTALS	75.5%	24.5%	100.0%	15.7%	82.2%	2.1%	100.0%

Inactive allowances							
Allowance	Male	Female	Total	BAME	White	Unknown	Total
On call	69.6%	30.4%	100.0%	8.7%	87.0%	4.3%	100.0%
SRA	51.9%	48.1%	100.0%	18.3%	78.6%	3.1%	100.0%
TOTALS	54.5%	45.5%	100.0%	16.9%	79.9%	3.2%	100.0%

j. How many have been rejected/refused (including uniformed and FRS grades, gender and ethnicity)?

We do not have record of this information. If HR Services reject an allowance then it would be deleted from the system with no record.

k. How much is each allowance per role / rank paid?

It is dependent on the allowance. For SRAs it can be any salary uplift up to 10%. On-call is split between how many people are on the rota (ie if 4 people are on the rota then it would be 25%). MCR/SERT/USAR is 7.5%. MTA is 2%.

The average uplift for each allowance for the other allowances recorded on the HR system for in the last three years is as below:

Active	Average % Salary Uplift
Drone	8%
On-Call	32%
SRA	5%

Inactive	Average % Salary Uplift
On-Call	29%
SRA	6%

1. How long have staff been in receipt of these allowances?

This information is not easily accessible for all allowances. The information for the majority of allowances is recorded on the HR system as follows:

Active	Average duration of allowance (days)
Drone	1,200
MCR rota	634
NILO rota	711
On-Call	1,041
ORSO rota	383
RSO rota	729
SERT rota	595
SRA	566
USAR	1,077

Inactive	Average duration of allowance (days)
On-Call	322
SRA	253

The information for ARA and LLACC allowances is only held in the personnel file for each individual receiving that particular allowance.

m. How many staff of both uniformed and FRS across all ranks and grades continue to receive these payments after 1 month of sickness or other health related absence making them unavailable for work / reduced hours, or where they are subject to a period of prolonged light duties / phased return, making them unable to fulfil that skill or expertise.

This only applies to on-call allowances, and LFB policy states they would normally end. The allowance would be marked as ended on the HR system but no reason is recorded. The reason why an allowance has been ended would be communicated to the individual by letter which is held in the personnel file for each individual.

Managers inform HR of sickness and the HR team capture MAT/Paternity leave when doing the notification for Payroll. The agreement for MCR/SERT/USAR etc is three months, unless there is reason to continue payment. This again is managed by the rota managers.

n. In relation to (M) what FRS grade or uniformed rank has authorised the continuation of allowance payments whereby policy has been overridden?

If there was a justification to keep the allowance paid then hypothetically it would be discussed with the manager, with Head of Service agreement. On call allowances (and all remuneration) cease immediately for things like career breaks. Typically with on call allowances, the person off long term sick would be covered by someone else, so payment would end and the person covering would be added to the rota.

2. When was the last audit on allowances and skills payments audited by MOPAC?

There was an audit on the on call allowances in August 2019.

3. What were their findings?

4. Can I formally request the LFB internal MOPAC audit of allowances and payments?

Links to all MOPAC audits are published through the annual LFB Statement of Accounts (usually through the 'Review of effectiveness' section). LFB statement of accounts can be accessed through the LFB website, on the 'Information we Publish' page: <https://www.london-fire.gov.uk/about-us/transparency/information-we-publish/>

We have dealt with your request under the Freedom of Information Act 2000. For more information about this process please see the guidance we publish about making a request [on our website](#).